



Conference Breakout Session Full Details & Bios

Breakouts: How implicit bias impacts systems

1. Implicit Bias: Impact on Decisions

Dr. Cameron-Wedding will expand upon the concepts of Implicit Bias shared in her Keynote Address in this workshop. In this solution-focused workshop, she will share how implicit bias results in decisions that are made every day impacting race, ethnicity, gender and social class disparities. She will also provide information to help us identify and apply strategies that can reduce bias in decision-making.

Presenter Bio: Rita Cameron Wedding, Ph.D. is the Chair of the department of Women's Studies and a professor of Women's Studies and Ethnic Studies at Sacramento State University. Dr. Cameron Wedding's scholarship focuses on race, gender and social class disparities in institutions like child welfare, education, and juvenile justice. She teaches courses and develops curricula that address implicit racial bias, and is a faculty for the National Council of Juvenile and Family Court Judges. Her curriculum on implicit bias is being used throughout the United States, most recently to train the Sacramento Police Department.

2. Racial Disproportionality in Child Welfare

This presentation explores the experiences of children in the child welfare and how those experiences vary based on racial classification. The analysis compares a breakdown by race and ethnicity of children at various points in the child welfare system with a breakdown of children in the county's population. Four particular points in the child welfare system are examined: acceptance of a report for an investigations or an assessment; the determination of whether maltreatment occurred; initial entry into foster care; and composition of the child welfare caseload. The experiences of children in Mecklenburg are tracked over time. In addition, the experiences of Mecklenburg County's children are compared with children in the state as a whole.

Presenter Bio: D. F. Duncan is a research professor at the University of North Carolina at Chapel Hill School of Social Work where he has taught courses in welfare reform, data analysis, program evaluation, and research methods. Since joining the faculty in 1997, he has directed studies on human trafficking, child welfare, welfare reform, Medicaid, homelessness, and food stamps. He currently is leading Project NO REST, a five-year initiative funded by the Children's Bureau to address the trafficking of youth age 25 and

younger in North Carolina. He also directs the evaluation of another project funded by the Children's Bureau designed to move North Carolina to a trauma informed child welfare system. In addition, he currently serves as a principal investigator on a multi-year project assessing the outcomes children who have been involved with the child welfare system as well as a project tracking the experiences of families and individuals who have received cash assistance in North Carolina. As part of those efforts, he and other project staff developed a set of web sites that provide information on the outcomes and experiences of these children and families to staff in local departments of social services across the state. Dr. Duncan directed a project exploring the cost-effectiveness of a multi-site supportive housing initiative for chronically homeless individuals. He served as cost-benefit analysis task leader in the evaluation of the North Carolina's IV-E waiver demonstration project. Dr. Duncan also served as co-principal investigator of project funded by the Assistant Secretary for Planning and Evaluation (ASPE) of US-DHHS through the Urban Institute to examine the earnings through their mid-twenties of youth aging out of foster care.

3. Criminal Justice: Understanding Systemic Racism and Implicit Bias Brings a New Paradigm

For some time, I've worked with the courts and child welfare systems regarding racial disproportionality and disparate outcomes. I've also spoken about the work of Race Matters for Juvenile Justice (RMJJ) Initiative in Mecklenburg County, whose vision is that the composition and outcomes of juvenile courts cannot be predicted by race and/or ethnicity. Through this work, I began to understand systemic racism and how every institution perpetuates racism in our community, learning that racism is not about mean acts toward others but is a system of power and white privilege embedded in all institutions.

Because of what I was learning, I sent all District 26 staff to the two-day workshop, Dismantling Racism, and then asked Guardian ad Litem volunteers to do the same.

I thought we were doing well. Little did I know we were a part of the problem.

Uncovering Unsettling Statistics

While running numbers to write a grant for adolescent advocacy, I discovered several horrifying statistics:

- *Children under age 12 were more likely to be assigned a GAL volunteer.*
- *White children ages 12 -17 were more likely than black children ages 12-17 to be appointed a GAL volunteer.*
- *As of January 31, 2014, children ages 12-17 made up 32% of all children in the GAL program, but 44% were without a volunteer.*
- *78% of children ages 12-17 without a volunteer were black.*
- *100% of children in that age range who had been in care three years or longer who did not have a volunteer were black.*

What was going on? According to research, almost every state in the country has a disproportionate amount of black children in their child welfare and court systems. Studies consistently document that black children in these systems have worse outcomes.

Combating Poor Outcomes For Black Adolescents

The good news is that children in foster care who have a GAL volunteer have better outcomes and achieve permanence quicker. So why are we not doing a better job assigning volunteers to our black children to counter the poor outcomes that come with being black? As a GAL team, we committed to the following:

- 1. All new staff attend the Dismantling Racism Workshop, and all volunteers, especially those assigned to children ages 12-17, are encouraged to attend it.*
- 2. The District Administrator and two Supervisors attended the Dismantling Racism Workshop, Phase 2.*
- 3. GAL staff attended a retreat led by RMJJ trainers, where they developed strategies to counter implicit biases we all have, including: a) having continuous discussion of “ah-ha” moments regarding race at monthly staff meetings; b) reframing how we present information regarding children, especially black adolescents, when we assign volunteers cases; c) ensuring that the images in our office represent positive messages about black adolescents in foster care; d) encouraging each other to practice self-examination and to discuss issues of race and implicit bias with volunteers.*
- 4. We developed and offered training to equip volunteers to advocate for children ages 12-17.*
- 5. Finally, while it may seem controversial and unfair, we prioritized assigning volunteers to black adolescents. It is unfortunate that we do not have volunteers for all of our children in care. And we know that all children need a GAL. But if we believe that children who have GALs have better outcomes, then we must commit to ensuring that those children who are doomed to poorer outcomes because of their race have the counter of a volunteer.*

Achieving Improved Outcomes

Since our shift in paradigm, we strive to understand race and bias and we hope to make a difference. To date, the percentage of children ages 12-17 remains near the same as it was in January 2014, making up 31% of our client population. However, now just 38% of children in that age range are without a volunteer. Furthermore, only 67% of children ages 12-17 without a volunteer are black.

Presenter Bio: Dana Frady, born in Gastonia, NC, and received her Bachelors of Arts degree with a major in Religion and minor in Social Work, from Mars Hill College, Mars Hill, NC in 1988. She attended Carver School of Social Work at Southern Baptist Theological Seminary, Louisville, KY and received her Master of Social Work in 1993. Dana has worked with children and families over the last 22 years. She became a Program Supervisor with the NC Guardian ad Litem Program in 1999 in D8, Wayne, Greene and Lenoir Counties. When Dana moved on to other work opportunities in 2000-2006, she remained a GAL volunteer and

carried 2-3 cases at a time. She returned to GAL in 2006 as a Program Supervisor in D 26, Charlotte and Mecklenburg County and became the District Administrator there in 2007.

In her current position as the District Administrator for the Guardian ad Litem D-26 Program, Dana Frady works with many collaborative groups including the Model Court Advisory Committee, Race Matters for Juvenile Justice, Mecklenburg County Child Fatality Protection and Prevention Team, and the Juvenile Justice Partnership. She serves as a Field Instructor for the School of Social Work at the University of North Carolina at Charlotte and the Social Work Department at Johnson C. Smith University. She also serves on the UNC Department of Social Work Community Advisory Board. Dana Frady was one of the founding members of Race Matters for Juvenile Justice in January 2010.

4. Implicit Bias: What's Data Got To Do With It?

Service providers, government agencies, and non-profits have all begun moving towards an evidence-based practice model, using data to inform decision-making. And most stakeholders and decision-makers regard data as objective facts and figures. This dynamic workshop will help every level of employee examine ways to reduce implicit bias in how data is collected, analyzed, and disseminated.

Presenter Bio: Susan McCarter, PhD, MS, MSW, has been a forensic social work practitioner, DMC scholar, and anti-racist advocate for over 25 years. Dr. McCarter's career began as a juvenile probation officer, inner-city mental health counselor, and policy analyst and advocate in Richmond, VA where she earned her MSW (Clinical) and her PhD (Social Policy and Social Work) from Virginia Commonwealth University. She continues research, practice, advocate, write, and teach in the area of adolescent risk and protective factors – specifically race/ethnicity and involvement with the juvenile justice, child welfare, education, and health care systems. She currently serves on the NC DMC State Subcommittee, on the leadership team for Race Matters for Juvenile Justice and as an Associate Editor of the *Journal of Forensic Social Work*. Dr. McCarter is as an Associate Professor of Social Work at the University of North Carolina Charlotte where she teaches graduate research and practice and is the PI/Co-PI on three funded research studies – two examining the School-to-Prison Pipeline and one with women incarcerated at the Southern Correctional Institution.

5. From Charitable to Equitable: Understanding Bias in How We Serve

Engaging in charitable service is gratifying – at least for those who “serve the least.” But what are the side-effects of good-intentioned service? What do neighbors really think when treated as “the least”? How do power and privilege contribute to bias within service work? And what practices can build greater equity and sustainable outcomes? This conversation will explore the struggle of privilege within non-profit charitable work, how white persons unknowingly contribute towards racial oppression in neighborhoods of color which they set out to serve, and point towards practices that build equity.

Presenter Bio: Rev. Jason Williams is a community pastor and organizer in southwestern North Carolina. Currently, Jason serves on the collaborative leadership team of Race Matters for Juvenile Justice (RMJJ) and works at MeckMin (www.meckmin.org). After 8 years of grass-roots urban education under the tutelage of residents of the west side of Charlotte, NC, Jason has recently come home to rural NC to engage anti-racist organizing and study the intersection of sustainable agriculture and Christian faith. Little Tree Farm and Retreat, a rural intentionally cooperative community, is Jason's home-base as husband, father, theologian and farmer.

6. Implicitly Learned Racism: White Supremacy in the Early Years

In blatant, but nuanced and often invisible ways, racism continues to exist globally, nationally and locally, implicating us all. The insidious nature of racism is deeply rooted in the lives of young children. In order to interrupt and reverse those practices, we must know how race is constructed during the early years. This presentation looks closely at the lives of three white children to identify and examine how they learned racism in implicit ways in early childhood. Building on the knowledge learned through her research, the presenter makes connections between implicitly learned racism and early education with particular implications for teachers, religious leaders, and teacher educators.

Presenter Bio: Erin Miller is an assistant professor of Reading and Elementary Education at The University of North Carolina, Charlotte. Her research and teaching focus on literacy practices in early childhood and elementary classrooms, particularly how languages reinforce and/or interrupt racist practices. She uses qualitative methodologies, particularly drawing on the genre of parent/grandparent ethnographies. She is co-author of a book, *Tensions and Triumphs in the Early Years of Teaching* and has published her research in journals such as *Ethnography and Education*, *The Urban Review*, *Journal of Curriculum Theorizing*, *Action in Teacher and Education*, *Early Childhood Education Journal*.

7. Unconscious Bias in Recruiting

How unconscious bias affects our decision making and how that has a detrimental effect on building effective organizations. We will examine how biased decisioning impacts a company's human capital plan. We will also discuss how to identify bias in the selection process and how to course correct.

Presenter Bio: Kusawn Carr Foster is Head of Diversity Talent Acquisition for TIAA-CREF Financial Services; a Fortune 100 company and the leading provider of retirement services in the academic, research, medical, and cultural fields with over \$860M Assets Under Management.

Prior to her current role, she served as VP, Diversity Campus Talent Manager for Bank of America Merrill Lynch where she managed the bank's relationships with national diversity organizations and enterprise-wide campus diversity initiatives for the Americas. Previously, Ms. Carr Foster was an Assistant Vice President in Bank of America's Global Campus

Recruiting Team and recruited for Global Human Resources, Global Technology, Global Trust Services, Global Risk, Audit, and Global Wealth.

Before joining Bank of America, she held positions with Wachovia Corporate and Investment Banking MBA Recruiting, served as Associate Director of the Wake Forest University Charlotte MBA Programs as well as Assistant Director of Community Programs at New York University. Ms. Carr Foster was also an Adjunct Communications Professor at Central Piedmont Community College in Charlotte, North Carolina.

Kusawn is a member of Alpha Kappa Alpha Sorority, Inc., the National Black MBA Association, the Association for Latino Professionals For America (ALPFA) and serves as a grant panelist for the Charlotte Arts & Science Council. She is also the immediate past Corporate Advisory Board Chair for the Consortium for Graduate Study in Management.

Ms. Carr Foster earned a Bachelor of Science degree in Marketing from Hampton University and a Master of Arts Degree in Communications from New York University with specialization in Interpersonal, Cross-Cultural and Organizational Communication.

8. Beyond Black and What in Implicit Bias

Using historic and contemporary instances, Levine Museum of the New South educators Oliver Merino and Kamille Bostick look at how implicit bias affects both African Americans and Latinos. During this interactive presentation, participants will consider policy and social norms that foster racism, colorism and classism in both communities and explore the parallels between the two.

Presenter Bio: Oliver Merino, a graduate of Johnson C. Smith University, has worked with and advocated for immigrant communities across the country, as well as led workshops and movement-building trainings. As Latino New South Coordinator at Levine Museum, he works on developing collaboration with the Latino community and designing programming to reach diverse audiences.

Presenter Bio: Kamille Bostick, as Vice President of Education at Levine Museum, facilitates and designs educational and public programming including arcs of dialogue and curriculum that foster civic engagement and connections between the past and contemporary issues. A former high school teacher, Kamille holds a Master of Arts in English from the University of Georgia where she helped design curriculum to teach the Civil Rights Movement to grades 8-12. Prior to that, she worked four years as a newspaper reporter at *The Augusta (Ga.) Chronicle*.

9. CMPD Implicit Bias Workforce Awareness Endeavors

In this presentation, Deputy Chief Vicki Foster and Captain Pete Davis will discuss the proactive measures that the CMPD has and is taking to bring department wide awareness regarding the adverse effects that implicit biases can have on rendering equitable services to the community members. They will discuss lessons learned, challenges faced,

department short and long term goals, and the benefits of having implicit bias awareness education as a workforce development focus among partner agencies.

Further information: The Charlotte-Mecklenburg Police Department (CMPD) endeavors to impartially serve all members of the community. Because research has demonstrated that implicit biases can be a barrier which could prohibit the CMPD from achieving its goal, it has proactively invested time, resources, and effort to address the influences of implicit biases as well as examining its departmental culture and structure, in light of the research. The CMPD's ultimate goal is for all department personnel to be cognizant of implicit biases that could prevent them from providing equitable and just services.

Over the last four plus years, the CMPD has partnered with Race Matter for Juvenile Justice (RMJJ) to fund Racial Equity Training conducted by the Racial Equity Institute for department personnel as well as partner agencies. To date, over 350 CMPD personnel have attended the training to include: (1) over 90 % of Command Staff Members, (2) First Line Supervisors, (3) over 90% of School Resource Officers (SROs), (4) Police Academy Staff, (5) Patrol Training Officers, (6) Police Recruits, and (7) Police Cadets. Department personnel are continuing to attend the workshops.

In addition to implicit bias awareness training, the CMPD recently created the position of Equity Liaison Captain (ELC). The ELC will promote racial equality and endeavor to embed racial equity consciousness within all areas of the CMPD workforce. The ELC will collaborate with antiracism organizations, community groups, and government agencies to identify and eliminate institutional racism policies and practices within the CMPD.

Deputy Chief Vicki Foster is a 24 year veteran of the Charlotte-Mecklenburg Police Department and is currently the Deputy Chief over the Support Services Group. She manages over 300 employees. Chief Foster was instrumental in the CMPD partnering with Race Matter for Juvenile Justice (RMJJ) in the coordination of department personnel attending Racial Equity Trainings/Workshops conducted by the Racial Equity Institute.

Presenter Bio: Chief Foster is a graduate of the 219th session of the FBI National Academy and Leadership Charlotte Class #25. DC Foster has received numerous awards and recognition throughout her career. She is the past recipient of the Chief's Award for Excellence in Policing, the Police Community Relations Award, and the Charlotte Housing Authority Community Police Officer of the Year Award.

Chief Foster received her Bachelor of Arts (B.A. Psychology) degree from the University of North Carolina at Charlotte and earned her Master in Business Administration from Pfeiffer University.

Presenter Bio: Captain Davis is a 27 year veteran of the Charlotte-Mecklenburg Police Department (CMPD). He retired from the department in May 2014. Captain Davis is a rehire with the CMPD serving as the Equity Liaison Captain (ELC). His primary focus entails: promoting racial equality, endeavoring to embed racial equity consciousness within all areas of the CMPD workforce, collaborating with antiracism organizations, community groups, and government agencies to identify and eliminate institutional racism policies and practices within the CMPD.

Captain Davis obtained a Bachelor of Science degree in Criminal Justice from Pfeiffer University, a Master's degree in Public Administration from the University of North Carolina at Charlotte, and a Master's degree in Theological Studies from Liberty University. Prior to retirement, Captain Davis was the CMPD liaison for coordinating Racial Equity Trainings/Workshops for CMPD personnel, served on the Race Matters for Juvenile Justice Leadership Team (RMJJ), and was a member the State's Disproportionate Minority Contact Subcommittee. Captain Davis currently works with the Racial Equity Institute and has attended over thirty Racial Equity Trainings/Workshops.

10.Connecting Implicit Bias with Equity

Equity is both a product and a process. Through interaction and introspection this session will integrate what we're learning about implicit bias into an equity framework, exploring "what's in the ground" and the stories we tell and are told that impact us and others in our personal and professional lives.

Presenters: The session will be led by members of Community Building Initiative's Equity Task Force and leaders in CBI's Equity Project.

Panel Discussion: What We Heard Today

Panelist Bios

Lisa M. Toppin, has more than 20 years of experience in human resources. Currently, she leads the diversity and inclusion programs at LPL Financial, where she is responsible for developing programs that support talent acquisition, talent development and enhancing an inclusive culture through Employee Resource Group programming. Toppin has held human resources leadership positions with several firms nationwide, including Charles Schwab, where she led the firm's learning and development programs as well as the executive recruiting function. Prior to that, Toppin held HR business partner roles with Phillips Petroleum, Sherwin Williams and Montell USA.

Toppin has a Bachelor of Science in Speech Pathology and a Bachelor of Arts in Psychology from Howard University and George Washington University, respectively. She received her Master of Science in Human Resources/Industrial Relations from Rutgers University and was earned a Doctorate of Education in Human Resources Development from George Washington University. Toppin has served many nonprofits, including the Junior League of Charlotte, Above and Beyond Students and the Jewish Vocational Service in San Francisco.

Ryan Deal, employed with the Arts & Science Council of Charlotte-Mecklenburg since 2009, currently serves as Vice President of Cultural & Community Investment. In this role, Ryan is responsible for planning and facilitation of the agencies \$7+ million grant making portfolio which includes general operating support, community project grants, project support for individual artists, and organizational capacity building grants.

Additionally, Ryan curates an annual suite of training and workshop opportunities targeting nonprofit governance/operations and creative individual entrepreneurship. Ryan studied Vocal Performance at the University of North Carolina at Greensboro and regularly participates in both community-based and professional performing arts productions as actor, musician and music director.

Rodney S. Sadler, Jr. is a graduate of Howard University (1989, B.S. Psychology/Philosophy), Howard University School of Divinity (1992, M.Div.), and Duke University (2001, Ph.D. Hebrew Bible and Biblical Archaeology), and has also studied at Hebrew University (1990). An ordained Baptist minister, he is former Assistant Project Director with the Leadership Development Programs of the Congress of National Black Churches, the former director of the Office of Black Church Studies at Duke University Divinity School, and is currently Associate Professor of Bible (Charlotte Campus) and Chair of the Bible Department at Union Presbyterian Seminary and interim pastor of the Sardis Baptist Church in Charlotte, NC.

Among his research interests are the intersection of race and Scripture, the impact of our images of Jesus for the perpetuation of racial thought in America, the development of African American biblical interpretation in slave narratives, the enactment of justice in society based on biblical imperatives, and the intersection of religion and politics. Dr. Sadler has been invited to

serve as an expert on matters of race by Churches United in Christ, the National Council of Churches, and the World Council of Churches.

Dr. Sadler's work in the community includes terms as a board member of the N.C. Council of Churches, Siegel Avenue Partners, and Mecklenburg Ministries, and currently he serves on the boards of Union Presbyterian Seminary, Loaves and Fishes, the Hispanic Summer Program, and the North Carolina Executive Committee of the NAACP. His activism includes work with the Community for Creative Non-Violence in D.C., Durham C.A.N., H.E.L.P. Charlotte, the U.S. Africa Ebola Working Group, the board of People Demanding Action, and he has worked organizing clergy with and developing theological resources for the Forward Together/Moral Monday Movement in North Carolina. In addition, Dr. Sadler hosts a weekly national radio program for the People Demanding Action Network called, the "Politics of Faith." He currently serves as the NC NAACP chairperson of their Healthcare Committee.

Ann Blakeney Clark brings a deep institutional knowledge to her role as superintendent of Charlotte-Mecklenburg Schools. She has held a variety of teaching and administrative positions in CMS since joining the district in 1983 as a teacher of behaviorally and emotionally handicapped children at Devonshire Elementary.

Clark's extensive education background includes time as a principal at elementary, middle and high schools. She most recently served as deputy superintendent and chief academic officer, overseeing the district's curriculum, professional development, classroom instruction and learning communities before being named superintendent in January 2015.

Her teaching career began at North Landing Elementary in Virginia Beach, Virginia, after she graduated from Davidson College with a B.A. in English and earned a master's degree in special education from the University of Virginia. She also holds an administrator certification from the University of North Carolina at Greensboro.

In addition to her work with CMS, Clark serves on multiple boards, including Communities in Schools, the Davidson College Board of Visitors and Levine Museum of the New South.

She has been named a Broad Fellowship finalist, a First Lady of Charlotte, a Thomas Jefferson Distinguished Alumnae by U.Va. and National Principal of the Year (1994) by the National Association of Secondary School Principals. She is a native of Greensboro, North Carolina.